

MEMORANDUM OF AGREEMENT

(Substitute Incentive)

This Memorandum of Agreement (the "MOA" or "Agreement") by and between the Board of Education of the City School District of the City of New York (the "Board" or "Department") and the United Federation of Teachers, Local 2, AFT, AFL-CIO (the "Union" or "UFT") modifying the collective bargaining agreements between the Board and the Union as set forth more particularly below.

Nothing in this Agreement shall constitute a waiver or modification of any provision of any memorandum of agreement, collective bargaining agreement, letter or other agreement between the Department and the UFT except as expressly set forth herein. This non-precedential MOA will sunset on June 30, 2022, unless both parties agree to extend, in writing, this MOA no later than May 1, 2022.

As we open in another unprecedented year of the COVID-19 pandemic, the DOE and UFT agree to establish a financial incentive for substitute paraprofessionals and/or teachers who work a minimum of 10 full days between September 20, 2021 and November 24, 2021.

Substitute paraprofessionals and/or teachers who satisfy the above requirement will earn \$50 compensation above the contractual rate for each day worked as a substitute.

Payment for the cumulative additional compensation shall be processed no later than February 1, 2022.

In the event the substitute in question is compensated as a "Q" or "Z" status employee, or if the agreed upon "P" rate from 2020-2021 is renewed, the higher rate will be paid and this incentive will be subtracted from that rate.



for UFT

Randy J. Asher

Digitally signed by Randy J. Asher
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Date: 2021.09.16 12:49:15 -0400

for DOE